



## **POLICY AND ADVOCACY ASSOCIATE**

Golden State Salmon Association (GSSA) is seeking a full-time, entrepreneurial, hands-on Policy and Advocacy Associate to join our growing, fast-paced organization and be a key part of our California salmon restoration efforts. If you believe salmon are a keystone species for people, businesses and the environment, are passionate about fishing or fisheries restoration, and want to take on California's water issues, then we want to hear from you!

GSSA is a California nonprofit organization comprised of commercial and recreational salmon fishermen, related businesses, restaurants, a native tribe, conservationists, elected officials, families, and communities that rely on salmon. We are a small team that galvanizes diverse communities and takes on big, multifaceted problems facing California's water and salmon policies — using a solutions-oriented approach spanning hydrology, hatcheries and habitat — with a can-do attitude and highly motivated individuals.

Learn more about our work at [goldenstatesalmon.org](https://goldenstatesalmon.org)

### **Summary**

Over the last year, we have seen a critical need for salmon/water policy work, which has been exacerbated by the salmon season closure in 2023 and expected closure or highly restricted season in 2024. The Policy and Advocacy Associate will have a direct role in supporting and executing on a clear, bold, and impactful policy agenda for GSSA to increase cold water river flows and improve hatchery operations pertaining to salmon survival and returns.

This position will serve as an important member of the team – driving research, analysis, and policy and campaign development internally and externally with coalition partners across the state to achieve GSSA's goals. This position will be pivotal in helping develop policy analysis, solutions and campaigns to impact systemic change for salmon and the interconnected fishing industry (commercial and recreational).

### **Specific Responsibilities**

- Support the development and execution of a long-term salmon/water policy agenda and strategies in coordination with staff, board and coalition partners to effect long-term policy change at the statewide level
- Conduct research, analysis and support the tracking of policies related to the policy agenda, including pending legislation, the formulation of new bills, and ballot initiatives
- Track statewide political landscape and development in line with GSSA's efforts, identifying potential threats or opportunities in advancing our salmon/water policy agenda
- Collaborate with GSSA team to develop and share policy recommendations with coalition partners, and support in the facilitation of organization and/or coalition advocacy events, actions, lobby days, etc.
- Build and sustain relationships with key allies and policy makers, and participate in key coalition meetings to inform and advance GSSA's policy priorities
- Support the Executive Director and Senior Policy Consultant's legislative engagement and

policy advocacy efforts (i.e. meetings with policy makers, ally meetings) through the development of materials, coordination with coalition partners and outreach

- Work with Marketing Manager and/or campaign consultants to advance program and policy priorities
- Engage in statewide and legislative advocacy through testimony, written comments, sign-on letters, coalition development and other activities
- Undertake other tasks as may be assigned by the Executive Director.

### **Qualifications, Skills and Abilities**

- A degree in public policy, management, law or equivalent experience
- Minimum of 3 years of progressive experience in environmental and/or water policy
- Demonstrated experience in research, legislative tracking, policy analysis and development
- Legislative and advocacy campaign planning and project management
- Excellent written communication, research, and organizational skills
- Interpersonal communication skills; excellent oral communication and ability to participate in public speaking events
- Ability to work flexible hours, including some evenings and weekends, as necessary
- Ability to manage a complex workload and balance projects to achieve quality results in a timely manner
- Ability to maintain a collegial sense of humor and grace under pressure
- Problem-solving, consensus building and analytic capabilities

### **Terms**

**Salary:** Salary is commensurate with experience and comparable to other similar-sized nonprofit organizations. This is a full-time, exempt position.

**Location:** Remote (Sacramento-San Francisco Bay Area)

### **How To Apply**

Please submit your cover letter and resume to [scott@goldenstatesalmon.org](mailto:scott@goldenstatesalmon.org). Use the subject line: "Policy and Advocacy Associate" followed by your name.

Applications are reviewed on a rolling basis.

Golden State Salmon Association is an equal-opportunity employer. Thanks for your interest and we look forward to meeting you!